



CHAPTER 126
ARTICLE 1 - STATE HUMAN RESOURCES SYSTEM ESTABLISHED

N.C.G.S. § 126-4.

Powers and duties of State Human Resources Commission.

SOURCE	LAST AMENDMENT IN THIS TEXT	RETRIEVED	SOURCE FINGERPRINT
General Statutes of North Carolina, as published by the General Assembly	S.L. 2024-23, s. 6 — twenty-fourth act in the lineage	21 September 2026, 02:50 UTC	09e98f0d2901ccd88eb60b36 - 31c0d2699ab2aaaa8780ca47 - 00703a33d53506f2

Subject to the approval of the Governor, the State Human Resources Commission shall establish policies and rules governing each of the following:

Position classification plans which shall provide for the classification and reclassification of all positions subject to this Chapter according to the duties and responsibilities of the positions.

Compensation plans which shall provide for minimum, maximum, and intermediate rates of pay for all employees subject to the provisions of this Chapter.

For each class of positions, reasonable qualifications as to education, experience, specialized training, licenses, certifications, and other job-related requirements pertinent to the work to be performed. Classifications, class qualifications, and classification specifications may be added, revised, and deleted by the State Human Resources Commission, subject to the approval of the Governor, or by the Director of the Office of State Human Resources based on accepted labor market practices. All changes to classifications, qualifications, and specifications by the Director of the Office of State Human Resources shall be consistent with the classification plan structure approved by the State Human Resources Commission and shall be reported to the State Human Resources Commission at its next meeting that is more than five business days from the date of the change.

Recruitment programs designed to promote public employment, communicate current hiring activities within State government, and attract a sufficient flow of internal and external applicants; and determine the relative fitness of applicants for the respective positions.

Hours and days of work, holidays, vacation, sick leave, and other matters pertaining to the conditions of employment. The legal public holidays established by the Commission as paid holidays for State employees

shall include Martin Luther King, Jr.'s Birthday and Veterans Day. The Commission shall not provide for more than 12 paid holidays per year, with three paid holidays being given for Christmas.

In years in which New Year's Day falls on Saturday, the Commission may designate December 31 of the previous calendar year as the New Year's holiday, provided that the number of holidays for the previous calendar year does not exceed 12 and the number of holidays for the current year does not exceed 10. When New Year's Day falls on either Saturday or Sunday, the constituent institutions of The University of North Carolina that adopt alternative dates to recognize the legal public holidays set forth in subdivision (5) of this section and established by the Commission may designate, in accordance with the rules of the Commission and the requirements of this subdivision, December 31 of the previous calendar year as the New Year's holiday.

A leave program that allows employees to volunteer in a literacy program in a public school for up to five hours each month.

The appointment, promotion, transfer, demotion and suspension of employees.

Cooperation with the State Board of Education, the Department of Public Instruction, the University of North Carolina, and the Community Colleges of the State and other appropriate resources in developing programs in, including but not limited to, management and supervisory skills, performance evaluation, specialized employee skills, accident prevention, equal employment opportunity awareness, and customer service; and to maintain an accredited Certified Public Manager program.

The separation of employees.

A program of meritorious service awards.

The investigation of complaints and the issuing of such binding corrective orders or such other appropriate action concerning employment, promotion, demotion, transfer, discharge, reinstatement, and any other issue defined as a contested case issue by this Chapter in all cases as the Commission shall find justified.

Programs of employee assistance, productivity incentives, equal opportunity, safety and health as required by Part 1 of Article 63 of Chapter 143 of the General Statutes, and such other programs and procedures as may be necessary to promote efficiency of administration and provide for a fair and modern system of personnel administration.

In cases where the Commission finds discrimination, harassment, or orders reinstatement or back pay whether (i) heard by the Commission or (ii) appealed for limited review after settlement or (iii) resolved at the agency level, the assessment of reasonable attorneys' fees and witnesses' fees against the State agency involved.

Repealed by Session Laws 1987, c. 320, s. 2.

Repealed by Session Laws 1987, c. 320, s. 3.

04	1977	c. 288, s. 1	AMENDED
05	1977	c. 866, ss. 1, 17, 20	AMENDED
06	1985	c. 617, ss. 2, 3	AMENDED
07	1985	c. 791, s. 50(b)	AMENDED
08	1985	1985 (Reg. Sess., 1986), c. 1028, s. 6	AMENDED
09	1987	c. 25, s. 2	AMENDED
10	1987	c. 320, ss. 1-3	AMENDED
11	1991	c. 65, s. 1	AMENDED
12	1991	c. 354, s. 2	AMENDED
13	1991	c. 750, s. 1	AMENDED
14	1991	1991 (Reg. Sess., 1992), c. 994, s. 2	AMENDED
15	1993	c. 388, s. 2	AMENDED
16	1993	c. 522, s. 10	AMENDED
17	1995	c. 141, s. 4	AMENDED
18	1997	S.L. 1997-349, s. 3	AMENDED
19	1998	S.L. 1998-135, s. 1	AMENDED
20	2013	S.L. 2013-360, s. 9.1	AMENDED
21	2013	S.L. 2013-382, ss. 1.3, 9.1(c)	AMENDED
22	2015	S.L. 2015-241, s. 26.2(f)	AMENDED
23	2015	S.L. 2015-260, s. 2	AMENDED
24	2024	S.L. 2024-23, s. 6	AMENDED

APPARATUS II
3 AUTHORITIES

Authorities referenced

Every G.S. cross-reference appearing in the text of this section, in order of first appearance. Nothing is characterized; the operative language is quoted from the section itself.

REFERENCE	APPEARS IN	OPERATIVE LANGUAGE IN THIS SECTION
G.S. 126-5(e)	(null)(14)	"The implementation of"
G.S. 126-7	(null)(16)	"The implementation of"
G.S. 126-6.3	(null)(19)	"The implementation of"

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 126-4 (2024).

Pinpoint keys are set in the left margin of the text rather than line numbers: subsection designators are stable across editions and paper sizes, line numbers are not.

COLOPHON

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HISTORY PARENTHETICAL, AS PRINTED BY THE STATE

(1965, c. 640, s. 2; 1971, c. 1244, s. 14; 1975, c. 667, ss. 6, 7; 1977, c. 288, s. 1; c. 866, ss. 1, 17, 20; 1985, c. 617, ss. 2, 3; c. 791, s. 50(b); 1985 (Reg. Sess., 1986), c. 1028, s. 6; 1987, c. 25, s. 2; c. 320, ss. 1-3; 1991, c. 65, s. 1; c. 354, s. 2; c. 750, s. 1; 1991 (Reg. Sess., 1992), c. 994, s. 2; 1993, c. 388, s. 2; c. 522, s. 10; 1995, c. 141, s. 4; 1997-349, s. 3; 1998-135, s. 1; 2013-360, s. 9.1; 2013-382, ss. 1.3, 9.1(c); 2015-241, s. 26.2(f); 2015-260, s. 2; 2024-23, s. 6.)

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